

ABOUT THE CONFERENCE SPEAKERS

Ben Amick, Ph.D. is currently Covener in Behavioral Sciences, at the University of Texas Health Science Center at Houston, School of Public Health and an Associate Professor of Behavioral Sciences and Epidemiology at the University of Texas Health Science Center at Houston, School of Public Health. Dr. Amick is also the Associate Director of the Texas Institute for Society and Health in Houston, Texas and an Adjunct Scientist at the Institute for Work and Health in Toronto, Canada. In addition, Dr. Amick co-directs the National Occupational Research Agenda (NORA) Health Survey Research Team with the National Institute for Occupational Safety and Health (NIOSH). He is a member of the Educational Competencies Ad Hoc Committee for the Association of Schools of Public Health and is also, currently, Principal Investigator in the following ongoing research studies: A NIOSH study entitled "Organizational Predictors of Successful Return to Work"; Steelcase Corporation, "A Field Evaluation of an Ergonomic Intervention: Linking Health and Productivity"; Episcopal Health Charities, "Sacred Vocations: Transforming Work in Health Care - Phase I"; Centers for Disease Control (CDC), "Occupational Health Services Research" and CDC/NIOSH, "Occupational Injury Prevention Research Doctoral Training Program." Dr. Amick has participated in numerous completed research projects and has authored and co-authored numerous peer-reviewed publications. Dr. Amick holds a Bachelor of Science degree in Chemistry and Bachelor of Arts degree in Anthropology from the University of Maryland College Park. He earned his PhD in Behavioral Sciences, Health Education from The Johns Hopkins University in 1986. He was a Post-doctoral fellow in Epidemiology, Public Health, Chronic Disease Epidemiology from the Yale School of Medicine from 1992 to 1994.

David Bellusci is the Senior Vice President and Chief Actuary of the California Workers' Compensation Insurance Rating Bureau. He has been with the WCIRB since 1989. He is responsible for the ratemaking, legislative evaluation, research and data collection functions at the WCIRB and frequently represents the WCIRB at legislative or administrative hearings. Prior to joining the WCIRB, Mr. Bellusci was a consultant with a large international business consulting firm assisting a number of insurance companies, private self-insured businesses, and government entities in a variety of actuarial and risk financing projects. Mr. Bellusci also has more than seven years experience with two multi-line insurance companies with whom he was involved in a variety of roles involving ratemaking, loss reserving, and financial forecasting. He is Fellow of the Casualty Actuary Society and Member of the American Academy of Actuaries and a frequent speaker on workers' compensation related issues.

Ellen Braff-Guajardo is the Supervising Clinical Attorney of the Workers' Rights practice at the East San José Community Law Center. Ms. Braff-Guarjardo also serves as the Project Director for CRLA's statewide Agricultural Worker Health Project (AWHP). The AWHP is funded by The California Endowment and focuses on farm worker health and safety issues in employment and housing. Previously, Ms. Braff-Guarjardo served as a staff attorney and Directing Attorney with California Rural Legal Assistance (CRLA) in its Gilroy and Fresno offices, focusing on education law, housing law, and workers' rights for 14 years. Ms. Braff-Guajardo was later named Deputy Director and Supervising Attorney in Workers' Rights at the East Palo Alto Community Law Project. Ms. Braff-Guajardo earned her undergraduate degree in psychology from University of California, Berkeley and her M.Ed. and J.D. degrees from University of California, Los Angeles.

E. Richard Brown, Ph.D. is the Director of the UCLA Center for Health Policy Research, which he founded in 1994, and Professor of Public Health in the UCLA School of Public Health. Dr. Brown is the principal investigator for the California Health Interview Survey (CHIS), one of the nation's largest ongoing health surveys. Dr. Brown also has been extensively involved in the analysis and development of public policies, with particular emphasis on health care reform. He served as a full-time senior consultant to the President's Task Force on National Health Care Reform, for which he co-chaired the work group on coverage for low-income families and individuals. He also served as health policy adviser to two members of the United States Senate, where he developed health care reform legislation, and he served as adviser to several Presidential candidates. He also has developed bills in the California Legislature and advised members on a variety of health policy legislative issues. Dr. Brown has presented invited testimony to numerous committees in both houses of the U.S. Congress and in the California Legislature, and has provided consultation to many private, state, federal, and international agencies. He also has served on a number of study committees of the Institute of Medicine and the National Research Council of the National Academy of Science. He is a Past President of the American Public Health Association. Dr. Brown received his PhD in sociology of education from the University of California, Berkeley.

John Burton, Jr., Ph.D., has been a Professor with the School of Management and Labor Relations at Rutgers University since 1991. Dr. Burton also served as the Dean of the School of Management and Labor Relations at Rutgers University from 1994 through 2000. Prior to this appointment, he was Director of the Institute of Management and Labor Relations at Rutgers. Former positions include: Professor, New York State School of Industrial and Labor Relations, Cornell University from 1978-1990; Professor (initially Associate Professor) of Industrial Relations and Public Policy, Graduate School of Business, University of Chicago from 1966-1978; and Chairman, National Commission on State Workmen's Compensation Laws, 1971-72. Dr. Burton has been widely published on workers' compensation issues in a variety of publications. His professional activities include: Editor, *Workers' Compensation Monitor*, a bimonthly newsletter; Founding Member, National Academy of Social Insurance; and member of the Ohio Bar. His research interests include: workers' compensation, social insurance, employment law, and public sector bargaining. Dr. Burton received a Bachelor's Degree from Cornell, a LL.B. from the University of Michigan, and a Ph.D. in Economics from the University of Michigan.

Bertram Cohen is the Presiding Workers' Compensation Administrative Law Judge for the Workers' Compensation Appeals Board, Stockton District Office of the Division of Workers' Compensation. Judge Cohen is a certified specialist in workers' compensation law, and has taught courses in workers' compensation law for the University of California, Berkeley and Davis. As an attorney at law, he specialized in representing injured workers in compensation claims and social security disability matters. Judge Cohen has been a consultant, editor and author for the *California Workers' Compensation Reporter*, a monthly journal, since 1973. Judge Cohen earned his B.A. degree in Political Science at the University of California, Berkeley in 1970 and his Juris Doctor degree from Boalt Hall School of Law at the University of California, Berkeley in 1973.

Allard E. Dembe, ScD is Associate Professor of Family Medicine and Community Health at the University of Massachusetts Medical School and Senior Research Scientist at the University of Massachusetts Center for Health Policy and Research. Dr. Dembe also holds adjunct professor appointments at Harvard University, McGill University, the University of Massachusetts Lowell, and the University of Massachusetts Amherst. He currently serves as Deputy Director of the Robert Wood Johnson Foundation's Workers' Compensation Health

Initiative, and co-directs the doctoral and postdoctoral degree program in Occupational Health Services Research at the Harvard University School of Public Health. Dr. Dembe's professional and scholarly interests include health policy and health services research, occupational safety and health, workers' compensation insurance, disability and employment, and social aspects of work and health. He is the author of numerous articles and monographs including, *Occupation and Disease: How Social Factors Affect the Conception of Work-Related Disorders*, published by Yale University Press.

Kathy Dervin, MPH is Coordinator of the Managed Care Program within the California Division of Workers' Compensation. She has been active in developing the Division's HCO certification program and developing patient satisfaction and quality measures for Health Care Organizations (HCOs). She co-authored and edited *The Physician's Guide to Medical Practice in the California Workers' Compensation System (1995)* published by the Industrial Medical Council and authored *An Employer's Guide to Workers' Compensation in California (2000)*. Her background includes 15 years working in health and safety/occupational injury and illness prevention programs and workers' compensation managed care. She has served on the boards of the Disability Management Employer Coalition (Northern Calif, chapter), the Society for Public Health Education (Northern Calif. chapter), and as section councilor for the Occupational Health and Safety Section of the American Public Health Association. Ms. Dervin is a graduate of UCLA and the University of Michigan School of Public Health.

Jill Dulich is the Regional Director responsible for management of workers' compensation and general liability for Marriott International, Inc., operations in California and Hawaii. Appointed by the Gov. Gray Davis, Ms. Dulich serves as the current Chair for the Commission on Health and Safety and Workers' Compensation (CHSWC). She also serves in high-level positions with several organizations, including the California Self-Insurers Association, the Alliance of Workers' Comp Professionals, the California Coalition on Workers' Compensation, the Self-Insurers Security Fund, and the Easter Seals Society of Southern California. Ms. Dulich received her law degree from Western State University, College of Law in Fullerton, California. Ms. Dulich also received a Bachelor of Science Degree and Masters Degree in Education from California Polytechnic State University in San Luis Obispo, California.

Donna Farley, Ph.D., is the Senior Health Policy Analyst and Health Research Director of RAND's Pittsburgh office. She has broad health policy research experience coupled with more than 15 years in executive health care management. Dr. Farley co-directs the second Consumer Assessment of Health Plans Study and is heading RAND's quality improvement component of the project. In the first CAHPS project, she managed three demonstration projects with state Medicaid programs and evaluated the impact of CAHPS® reports on Medicaid recipients' choice of health plan. Dr. Farley heads RAND's Patient Safety Evaluation Center, funded by AHRQ, which is evaluating all of the federal government's patient safety initiatives, helping to determine the effectiveness of AHRQ's patient safety research program in achieving the goal of improved patient safety in the country. She also is Principal Investigator of a recently awarded contract with the state of Arkansas to evaluate its tobacco settlement funds program. Dr. Farley co-directed a five-year project with the Army Medical Department that tested use of continuous quality improvement techniques to implement clinical practice guidelines in Army health facilities, working with three demonstrations for low back pain, asthma, and diabetes guidelines. She was Principal Investigator for two recently completed Medicare research projects: a study of special Medicare payment policies for rural health care providers, and the evaluation of *Senior Prime*, a Medicare managed care plan offered on a trial basis by DoD. Dr. Farley received her Masters at the University of Illinois.

Thomas Fogarty, M.D., is the Chief Medical Officer and Senior Vice President for Concentra, Inc., since the merger of OccuSystems and CRA in August of 1997. At the time of the merger, Dr. Fogarty served as OccuSystems' Chief Medical Officer and Senior Vice President. Since 1979, Dr. Fogarty has served in positions of Center Medical Director, Regional Medical Director, and Corporate Medical Director as the company grew. As the Chief Medical Officer of Concentra, Inc., Dr. Fogarty directs the delivery of medical care for Concentra Health Services, Managed Care, and the Network Services divisions. Within CHS, his responsibility includes oversight of the medical practice, assuring evidence based healthcare, and supervision of the 450 providers. Dr. Fogarty has directed the development of information systems that have allowed Concentra to develop an outcomes based practice. As part of the technology solution Dr. Fogarty lead Concentra in the utilization of hand held devices for the capture of clinical notes. The information systems have allowed Concentra to pursue clinical research through Concentra Occupational Health Research Institute that was established by Dr. Fogarty. Dr. Fogarty is a member of several scientific and professional societies, including American College of Occupational and Environmental Medicine, Texas Occupational Medicine Association, American Academy of Family Practice, and the Institute of Industrial Engineers. He has held several positions of leadership in these organizations. He received a Bachelor of Science in Industrial Engineering from the University of Houston in 1971 and his Doctor of Medicine in 1980 from Texas Tech University Health Science Center. Dr. Fogarty is Board Certified in Family Practice.

John W. Frank, M.D., C.C.F.P., M.Sc., F.R.C.P., is currently a Senior Scientist at the Institute for Work & Health in Toronto, Canada. The Institute's research program aims to identify and act upon major preventable causes of work-related disability such as low back pain. Dr. Frank was the founding Director of Research at the Institute from 1991 until 1997. Dr. Frank is a Fellow with the Canadian Institute for Advanced Research Population Health Program, and a full Professor at the University of Toronto in the Department of Public Health Sciences. As a physician-epidemiologist, with special expertise in prevention, his main area of interest is the biopsychosocial determinants of health status at the population level. Dr. Frank was Provostial Advisor on Population Health at the University of Toronto from 1994 to 1997. From 1997 to 2001, he was Adjunct Professor at the School of Public Health at the University of California, Berkeley, where he recently received the Distinguished Teacher and Mentor of the Year Award. In December 2000, Dr. Frank was appointed Scientific Director of the Canadian Institutes of Health Research - Institute of Population and Public Health, located at the University of Toronto. Dr. Frank trained in Medicine and Community Medicine at the University of Toronto; in Family Medicine at McMaster University; and in Epidemiology at the London School of Hygiene and Tropical Medicine.

Richard Gannon, J.D., is the Administrative Director of the California Division of Workers' Compensation appointed by Gov. Gray Davis in May 1999. He had previously served as a Commissioner for the Workers' Compensation Appeals Board, a position also appointed by the Governor and which he held since 1992. The Division monitors the administration of workers' compensation claims and provides administrative and judicial services to assist in resolving disputes that arise in connection with claims for workers' compensation benefits. Both the DWC and the WCAB are part of the Department of Industrial Relations, which oversees most of the state's labor programs. Gannon, a former sergeant in the United States Marine Corps and Vietnam veteran, began his career as an apprentice surveyor in Riverside County and has remained active in the apprenticeship community for a number of years. From 1981 to 1992, he

served as administrator for the Southern California Surveyors Joint Apprenticeship Committee. He was also a business representative for the International Union of Operating Engineers, Local No. 12, in Los Angeles and a coordinator for the Los Angeles Building Trades Unions Organizing Committee. Richard Gannon graduated from Harvard University's Trade Union Program in 1974 and is a member of the State Bar of California. He was elected as school board member and trustee for the Beaumont Unified School District, serving from 1989 to 1993. He currently serves as president of the International Association of Industrial Accident Boards and Commissions.

Thomas L. Gilevich, J.D. is a counsel for the State of California, Department of Managed Health Care, HMO Help Center. He joined the Department from the Health Plan Division, Department of Corporations where he had worked since November 1998 in various capacities. His work included conducting medical surveys, investigating consumer complaints and legislative analyses and implementation. His current assignments include providing legal advice regarding the Independent Medical Review process, legislation, grievance and appeal systems and providing staff support for the Clinical Advisory Panel. He also is the Department's representative to several interdepartmental and interagency liaison groups. Prior to entering state government service, Mr. Gilevich served as a judge advocate in the U.S. Navy specializing in health law during the latter part of his 20-year career. In addition to criminal defense and prosecution tours of duty, he was a felony trial judge, headed the medical malpractice branch of Navy Claims and ended his military career as the Senior Legal Advisor to the Surgeon General of the Navy and Staff Judge Advocate, Bureau of Medicine and Surgery. In the latter position, he was the senior counsel in the Department of the Navy on risk management, medical malpractice investigations, privileging actions and all other health law matters concerning Navy personnel and facilities worldwide. Following his retirement from active duty, Mr. Gilevich worked for the U.S. Army Claims Service, Fort Meade, Maryland, with responsibility for Army and Air Force claims arising on the European continent. Mr. Gilevich is admitted to practice law in California and Iowa. He is a member of the American Health Law Association and the Health Law Section, Sacramento County Bar Association. A native of Sacramento, he received his bachelor degree from the University of California, Berkeley, a J.D. from the University of San Diego Law School and a Masters of Law (Health Law) from the National Law Center, George Washington University, Washington, D.C.

Liza Greenberg, RN, MPH is Vice President of Research and Quality Initiatives at URAC, a nonprofit national accreditation organization for health care. URAC promotes continuous improvement of health care quality by establishing health care standards, conducting educational programs and accrediting managed care programs. Ms. Greenberg's responsibilities include development of new research initiatives on performance measurement and health outcomes for managed care plans. Her areas of expertise include medical management, disease management, preferred provider organizations, patient safety, and performance measurement. She was project director on a recently completed initiative funded by the Robert Wood Johnson Foundation, "Development of Standard Performance Measures for Workers' Compensation Managed Care Organizations." She has also conducted research projects to examine accountability and performance reporting capabilities in PPOs and recently completed a study of trends in medical management. She has authored a book on PPO performance measurement and has published numerous articles on health care and quality issues. She staffed development of URAC's case management and disease management accreditation standards. She received her BA and BSN from the University of Pennsylvania, and an MPH from the Johns Hopkins University School of Hygiene and Public Health.

Jeffrey S. Harris, M.D., M.P.H., M.B.A., is presently CEO of Med-Fx, Inc. and President of J. Harris Associates, Inc. in Mill Valley, California. J. Harris Associates provides services and products for workers' compensation management, disease management, health promotion, health system development, and health care quality improvement. Dr. Harris is Clinical Associate Professor of Medicine (Occupational Medicine) at the University of California at San Francisco, Clinical Associate Professor of Family and Preventive Medicine at the University of Utah, and Clinical Associate Professor of Preventive Medicine at the Medical College of Wisconsin, and previously at Duke. Formerly, Dr. Harris was Chief Prevention, Health and Disability Officer for Industrial Indemnity in San Francisco, where he was head of the integrated safety, claims, medical management, data, and legal function as well as a member of the Board and Executive Committee. He was also a member of the Board of Filoli Information Systems. Previously, Dr. Harris was National Practice Leader for Health Strategies for Alexander & Alexander Consulting Group, Medical Director for an Aetna Health Plan, President of HDM Consulting, Director of Health Care Management for Northern Telecom Inc., Special Assistant to the Commissioner for Health and Environment in Tennessee, and in active practice of family, preventive, occupational, and emergency medicine. He has served as the Chair of the ACOEM Practice Guidelines Committee, and the Value Impact of OEM/Quality and Cost Committee, a member of the AMA Practice Parameters Forum, and represented ACOEM at the AAOS Forum on Outcomes Research. Dr. Harris is Board Certified in Occupational Medicine, Medical Quality, Preventive Medicine, Emergency Medicine, and Independent Medical Examination. Dr. Harris received his B.S. in Molecular Biochemistry and Biophysics from Yale, his medical degree from the University of New Mexico, his MBA in Executive Management from Vanderbilt University, and his MPH in Medical Care Organization from the University of Michigan.

Robert Harrison, M.D., M.P.H., is the Attending Physician at the Occupational Health Services and HIV/HBV Exposure Program at the University of California in San Francisco. Currently, Dr. Harrison is an Associate Clinical Professor of Medicine at the University of California, San Francisco, Lecturer for School of Public Health at the University of California, Berkeley, and Chief of Occupational Health Surveillance and Evaluation Program at the California Department of Health Services. He is board certified in both Internal Medicine and Occupational Health/Preventive Medicine and has written numerous articles in the areas of occupational and environmental medicine. He currently serves in several organizations and committees such as: Physicians for Social Responsibility, American Public Health Assn., Western Occupational and Environmental Medicine Assn., American College of Occupational Medicine, ANSI Z365 Accredited Standards Committee (Control of Cumulative Trauma Disorders), International Commission on Occupational Health, QME with Industrial Medical Council, Center for Occupational and Environmental Health Continuing Medical Education Committee, Surveillance Planning Workgroup (National Institute for Occupational Safety and Health), UC Office of the President – Environmental, Safety and Health Panel, Infection Control Committee, Hospital Safety Committee, Biosafety Committee, AIDS Coordinating Council, Residency Advisory Committee, and Communicable Diseases Advisory Committee with UCSF. Dr. Robert Jay Harrison received a B.A. at University of Rochester, an M.P.H. at the University of California, Berkeley and an M.D. at Albert Einstein College of Medicine.

Jay Himmelstein, M.D., M.P.H. is a Board Certified Physician in Internal Medicine and Occupational Health/Preventive Medicine. He completed his medical school training at the University of Maryland, his residency in Internal Medicine at Mt. Auburn Hospital, and his residency in Occupational and Environmental Health at the Harvard School of Public Health. Dr. Himmelstein came to UMass Medical Center in 1983 initially as Chief of Occupational Health Services and in 1988 became the Director of the Occupational and Environmental Health

Program. In 1991, Dr. Himmelstein was selected to be one of The Robert Wood Johnson Health Policy Fellows and spent his sabbatical year as a member of the health staff for the Senate Labor and Human Resources Committee where he worked on issues of national health reform and integration of workers' compensation with other health and disability benefit systems. Upon his return to UMass in 1992, Dr. Himmelstein was appointed Assistant Chancellor for Health Policy and in 1997 was asked to develop a new Center for Health Policy and Research at the University.

John Howard, M.D., J.D., is the Director of the Centers for Disease Control and Prevention's (CDC) National Institute for Occupational Safety and Health (NIOSH). Prior to his appointment as Director for NIOSH, he served as Chief of the Division of Occupational Safety and Health in the State of California's Department of Industrial Relations since September 1991. In this position, he administered all of the occupational and public safety programs in California's Division of Occupational Safety and Health and directed a staff of nearly 1,000. Dr. Howard was also an assistant professor of environmental and occupational medicine at the University of California at Irvine. He has served as medical director and chief clinician of the Philip Mandelker AIDS Prevention Clinic, an AIDS Community Services Clinic in Los Angeles, and as an assistant counselor to the Under Secretary of Health and Human Services. Dr. Howard began his career in occupational health as internist in the University of California, Los Angeles School of Medicine Pulmonary Fellowship Program at Cedars-Sinai Medical Center in Los Angeles in 1979. During his clinical work, he worked closely with asbestos-exposed shipyard workers and published research findings related to workplace asbestos exposure and occupational lung disease. Dr. Howard received his Doctor of Medicine from Loyola University in 1974, his Master of Occupational Health from the Harvard School of Public Health in 1982, his Juris Doctor from UCLA in 1986, and his Master of Laws in Administrative Law and Economic Regulation from George Washington University in 1987. Dr. Howard is a board-certified occupational physician and has written numerous papers on occupational health law and policy.

Gerald Kominski, Ph.D., is a Professor of the Department of Health Services, and Associate Dean for Academic Programs, UCLA School of Public Health. He also is Associate Director of the UCLA Center for Health Policy Research. His research focuses on evaluating the costs and cost-effectiveness of health care programs and technologies, with a particular emphasis on Medicare payment policies for hospitals and physicians. His other research interests include estimating the financial impacts of alternative approaches to health care reform; improving access and health outcomes among ethnic and vulnerable populations; and developing models for forecasting population health. Prior to joining the faculty at UCLA in 1989, he served as a staff member for the Prospective Payment Assessment Commission (ProPAC) in Washington, D.C., a Congressional agency that monitored and developed Medicare hospital payments. He is co-editor of the widely-used textbook, *Changing the U.S. Health Care System: Key Issues in Health Services Policy and Management*, which was published in its second edition in 2001. Dr. Kominski received his Ph.D. in public policy analysis from the University of Pennsylvania in 1985.

Amy Lee is the Research and Oversight Coordinator at the Texas Research and Oversight Council on Workers' Compensation, the state agency responsible for researching and monitoring the operational effectiveness of the Texas workers' compensation system. She has spent the past eight years researching workers' compensation issues in Texas and most recently served as the project manager on the legislatively mandated medical cost and quality of care studies in Texas, which served as the basis for House Bill (HB) 2600 reforms in 2001. In addition to managing all of the research and oversight activities for the agency, she has authored and co-authored several research reports on issues such as doctor and insurance carrier medical management monitoring,

nonsubscription rates in the Texas workers' compensation system, change of treating doctor rates in Texas and the usage of medical treatment guidelines by health care providers and insurance carriers in workers' compensation cases. Ms. Lee is a graduate of the University of Texas at Austin.

Gideon Letz, MD has been Medical Director at the State Compensation Insurance Fund since 1987. Currently, he also serves as a Staff Physician of Occupational Medicine at Kaiser Permanente, and Medical Consultant at Accordia Benefits Services since 1995. Dr. Letz has also been an Assistant Clinical Professor at the University of California, San Francisco since 1980; a member of the California Medical Association since 1981; a member of the Alameda Contra Costa Medical Association since 1982; board of directors at the Western and Environmental Medicine Association since 1994; a member of the American Occupational and Environmental Medical Association since 1994; a member of the Statewide Advisory Committee to the University of California Occupational Health Program since 1987; a member of the International Association of Accident Boards and Commissions since 1993; and a member of the State Personnel Board since 1987. Previously, he was a Public Health Medical Officer of the State Department of Health Services from 1980 to 1987. He was the Attending Physician at San Francisco General Hospital from 1980 to 1990 and the Chairman of the CMA Scientific Advisory Panel on Occupational Medicine from 1991 to 1994. Dr. Letz has published articles and publications on a variety of occupational and environmental medicine, chemical hazards, occupational injuries, and other medical case studies. Dr. Gideon Letz received a Bachelor's degree from the University of California, Los Angeles, an M.P.H. degree from University of California at Berkeley and an M.D. degree from University of California in San Francisco.

Susan Levin has been a clinical supervising attorney with the Santa Clara University School of Law's East San José Community Law Center since 2001. She supervises law students who represent injured employees. She also supervises a bi-monthly workers' compensation advice clinic. The California State Bar Association certified Ms. Levin as a specialist in workers' compensation in 1983. During the course of her career Ms. Levin worked for the San Jose law firm of Morgan, Beauzay, Hammer, Ezgar and Bledsoe, representing industrially injured workers, and then as a solo practitioner. She has also been a member of the California Applicant's Attorney Association and the Executive Committee of the Workers' Compensation Section of the State Bar of California. She has served as an officer of the San Jose Chapter of the CAAA and of the Workers' Compensation Section of the Santa Clara County Bar Association. Ms. Levin received her J.D. with honors from Santa Clara University School of Law in 1976.

Chris Mardesich, JD, MPH is currently the Associate Vice President of Compliance at Universal Care. In 2001, Mr. Mardesich began work at Universal Care, a mixed model Knox-Keene licensed health plan that offers commercial and public assistance health programs, including large and small group commercial products, managed Medi-Cal, Healthy Families and Medicare. Also, in 2001, Mr. Mardesich began work with RAND, providing research and legal/policy analysis to the RAND Institute for Civil Justice. Mr. Mardesich also worked as a Staff and Legislative Assistant for Congressman Charles Pashayan (Rules & Ethics Committees) in Washington, DC. In 1989, Mr. Mardesich became the Legislative Director for Congressman Pashayan, leading the development and review of legislative efforts in health care, labor and military operations, among additional issue areas. From 1992 through 1996 he practiced law principally in the health care and workers' compensation arenas, both in private practice and as a staff attorney at the Virginia Workers' Compensation Commission. From 1996 through 1998, Chris worked in the Government Relations Department of Blue Shield of California/CareAmerica, concentrating on the regulation of managed care services. From 1998

through 2000, he managed the Regulatory Affairs and Compliance Department at L.A. Care Health Plan, providing regulatory, legislative and legal expertise for the nation's largest public health plan. Mr. Mardesich graduated from UCLA in 1988 with a Bachelor of Arts degree in Anthropology. He attended law school at the University of Richmond, in Richmond, Virginia and graduated in 1992. In 1996, Mr. Mardesich began the post-doctorate Masters in Public Health program at the UCLA School of Public Health, concentrating his studies and research on federal and state health care policy, regulation and liability. He was awarded his Masters of Public Health in December of 1997.

Robin Nagel, MS recently joined Integrated Pain Management, Inc. in Concord on a full-time basis as Disability Management Specialist. Her association with IPM, Inc.'s like-minded clinicians, with their integrated bio-psycho-social approach to pain management, led to their mutually devised new role for her within this multidisciplinary practice. In addition to these duties she consults on an ongoing basis with the East Bay Regional Park District as their Return to Work Coordinator, after having coached them through the redesign of their program. She is a founding member of the Northern California chapter of the Disability Management Employer Coalition (DMEC). Ms. Nagel has over 20 years' experience in development, delivery and administration of Return-to-Work and Disability Management services. She has extensive knowledge of California workers compensation law, state employment and Federal regulations governing employer -- employee relations related to disability and work capacity. Ms. Nagel has developed, delivered and overseen case management functions, including reasonable accommodation under California state and Federal laws and various rehabilitation processes. Ms. Nagel has devoted her career to furthering the mutual understanding of multiple stakeholders: injured working people, covered or not, by the CA Workers' Compensation system, employers, medical providers, third party payers and legal counsel, for the sake of the common benefit of their collaboration in reducing disability-related costs. With co-author Jennifer Redmond, Esq. Ms. Nagel recently published an article entitled, "*How to Engage in the Interactive Process: A Field Guide for California Employers*" in the Labor and Employment Law Quarterly, an official publication of the State Bar of California. Ms. Nagel presented this material at the L & E Section's Annual Conference in October 2001. In August 2002, she moderated a panel on disability law at the 7th Annual National Conference of the DMEC in San Antonio, Texas and in April 2003 will moderate a day-long conference in Oakland on "Return to Work Issues Under California Disability Laws: Workers Compensation and FEHA." Ms Nagel earned a Masters of Science degree in Counseling from San Francisco State University.

Frank Neuhauser has been the Project Director at the UC DATA Survey Research Center, University of California, Berkeley since 1994. Mr. Neuhauser's projects involves survey development, data base analysis, records comparisons, and data analysis over periods of up to 3 years. Mr. Neuhauser directs projects evaluating the impact of reform legislation on the vocational rehabilitation benefit for CHSWC, analyzing medical-legal evaluations and various dispute resolution processes in determining permanent disability levels, and the privatization of the workers' compensation system. He also developed, through a contract with DWC, an assessment of data resources and data needs of the Division, for both administration and research, and recommended changes in management to increase the impact of the new information system. Prior to his position at the Research Center, he worked as: ~~the~~ Project Manager with the California Business-Higher Education Forum, Task Force on Fiscal Reform, Research Associate with the California Department of Social Services, Research Assistant with Berkeley Institute for Research in Policy Solutions, Researcher with Department of Workers' Compensation and Research Analyst with the California's Governor's Office of Planning and Research. Mr. Neuhauser received a Bachelor of Arts in Economics at the University of

California, Los Angeles in 1972, and Masters of Public Policy at University of California at Berkeley in 1993.

Andrew Newman, PhD is the Research Director at the Integrated Benefits Institute (IBI). He oversees the Institute's research and benchmarking programs. Dr. Newman has extensive corporate experience in human resources management, including compensation and benefits administration. Dr. Newman came to IBI from the University of Michigan and has also taught at Northwestern, Ohio State, and the University of California at Davis. Dr. Newman has also held research positions at the Stanford Graduate School of Business and the Kellogg Graduate School of Management. Dr. Newman received his Bachelor of Arts from the University of Chicago and his Masters and Doctorate degrees from Stanford University.

Michael Nolan is President of the Oakland-based California Workers' Compensation Institute. The Institute, established in 1964, is a private, nonprofit corporation that serves as the research and information arm of California's \$15 billion a year workers' compensation industry. Institute members include insurers that write over 80 percent of the workers' compensation business in the state, as well as more than two dozen public and private self-insured employers. Mr. Nolan joined the Institute on June 15, 2001 bringing with him 30 years of experience in the insurance industry, having held legal and management positions with several large insurers – the last as senior vice president, general counsel and secretary of Argonaut Insurance Company, where he managed the varied legal activities of Argonaut's insurance group. Mr. Nolan is a member of RAND's Insurance Advisory Committee and various advisory committees for the Division of Workers' Compensation and Commission on Health and Safety and Workers' Compensation. He has served on the board of governors of the California Insurance Guarantee Association, the laws committee of the National Association of Independent Insurers, and is a past member of the board of directors of the National Council on Compensation Insurance. Mr. Nolan is a graduate of St. Bonaventure University in New York and Georgetown University Law Center.

Bernyce Peplowski, D.O. is the Regional Physician Director and Coordinating Chief for Occupational Health of the Southern California Permanente Medical Group. She has held that position since 1999. Dr. Peplowski has been the Chief of Occupational Health Services for the TriCentral Service Area since 1995. Dr. Peplowski also served as the Department Head of Occupational Environmental Medicine at Mission Park Medical Clinic in 1990 and Chief of Occupational Medicine with Lockheed Aeronautical Systems Company from 1982 through 1990. Dr. Peplowski has experience in training and mentoring for Occupational Health Services Physicians, case managers, primary care and subspecialty groups, in workers' compensation report writing and legislation. She also has knowledge and expertise in nonoccupational disability management and occupational medicine program development. Dr. Peplowski received her Master's degree in Environmental and Occupational Health at California State University at Northridge, a Master's degree in Health Professions Education at Graduate School COMP in Pomona, California, and D.O. degree at Philadelphia College of Osteopathic Medicine in Philadelphia. She also received her undergraduate degree in Biochemistry at Duquesne University in Pittsburgh, Pennsylvania.

Phillip Polakoff, MD, MPH, M. Env. Sc., is the Chairman, Founder, and Medical Director of THAP! founded in 1999. Prior to that, he was Founder and President of Integrated Health Management Associates (IHMA), a consulting firm at the forefront of coordinating health management practices for employers. Dr. Polakoff served as Vice President of Medical Affairs for Beech Street, a managed care company, Vice President for StellarNet, a telecommunications company, and Special Consultant to the Senate Committee on Industrial Relations, California

Legislature. Dr. Polakoff has worked for numerous private companies and public entities. These include: Lockheed-Martin, General Dynamics, Ford, Exelon, Pacific Bell, Netscape, Rockwell, Southern California Edison, HealthNet, Fireman's Fund, University of California, Alameda County and County of San Bernardino. In addition, he was Assistant Clinical Professor of Medicine at Stanford University and University of California, Irvine. Dr. Polakoff is Board Certified in Occupational and Environmental Medicine and spent 18 years in private practice in the San Francisco Bay area. The author of six books and more than 175 health-related articles, his weekly column, "Work and Health," is syndicated nationally by Press Associates, Inc. Dr. Polakoff received a Bachelor of Science from Cornell University, a Master of Environmental Science from Rutgers University, an M.D. from Wayne State University, and an MPH from University of California, Berkeley. He spent two years at Oxford University studying health-related issues.

Tom Rankin is the President of the California Labor Federation, the state AFL-CIO federation. Appointed by the Senate, he has served as a Commissioner for the Commission on Health and Safety and Workers' Compensation (CHSWC) since its inception in 1994. For many years, Mr. Rankin also served as the labor member on the Governing Committee of the Workers' Compensation Insurance Rating Bureau, which recommends policy premium rates to the state insurance commissioner. Mr. Rankin's previous employment was as a union representative and organizer. Mr. Rankin received his Juris Doctor from Boalt Hall School of Law at the University of California, Berkeley.

Robert Reville, Ph.D., is the Director of the Institute for Civil Justice (ICJ) and has been its Research Director for the last three years. As a labor economist, Bob has a national reputation in workers' compensation policy and the impact of disability on employment. He has written extensively on workers' compensation in California, New Mexico, and other states. Dr. Reville is currently the principal investigator for an evaluation of workers' compensation to the permanently disabled in California. RAND's publications in this area have been widely cited in the California legislature and other policy communities as demonstrating the need for reform to improve the adequacy of compensation and to make workers' compensation system more equitable and cost-effective. Dr. Reville received his Ph.D. in Economics from Brown University.

Jamie Robinson, Ph.D., is Professor of Health Economics and Chair, Division of Health Policy and Management, at the University of California, Berkeley. His research focuses on medical groups, hospital systems, health insurance, consumerism, and capital finance. Dr. Robinson has published over 60 papers in scientific journals such as the *New England Journal of Medicine*, *JAMA*, and *Health Affairs*. The University of California Press published his book on physician organization in the era of managed care, *The Corporate Practice of Medicine*. His current projects analyze the re-invention of health insurance in consumer era; the role of financial markets in the consolidation of the hospital and health insurance industries; the financial solvency and clinical processes of community clinics serving the California Medicaid program; and the payment incentives and chronic care management processes implemented by physician organizations nationwide.

Lloyd Rowe, Esq. is in private law practice with offices in Carson and Santa Ana. In addition to his practice, Mr. Rowe has represented injured workers exclusively since 1978 and has been a Certified Specialist in Workers' Compensation by the State Bar of California, Board of Legal Specialization, since 1983. Mr. Rowe is active in the California Applicants' Attorneys Association; the statewide organization of attorneys who represent injured workers. He is a past President, has been a two-time Legislative Chairperson and has represented the Association,

with the Legislature and administrative agencies, throughout the Workers' Compensation "reforms" of 1992 and 1993. Mr. Rowe also assisted with the benefit increase bill that was passed and signed by Governor Davis in February, 2003. Mr. Rowe has held a variety of jobs that included work with the Shell Oil Company, the Oil, Chemical & Atomic Workers International Union, and the California State Colleges and Universities. Mr. Rowe attended college in Minot, North Dakota, received his Juris Doctor degree in 1976 and was admitted to the Bar the same year.

Linda Rudolph, MD is currently the Chief Medical Officer for the California Department of Health Services, Medi-Cal Managed Care Division. Previously, she served as the Medical Director of the Division of Workers' Compensation and the Executive Medical Director for the California Industrial Medical Council, both in the California Department of Industrial Relations. Dr. Rudolph worked for many years in the Occupational Health Program of the Department of Health Services and has published numerous articles on medical care for injured workers, return-to-work after disabling injury, surveillance of occupational illness, and occupational lead poisoning and reproductive hazards. Dr. Rudolph received her MD from the University of California, San Francisco and holds a Masters degree in Public Health (Epidemiology) from UC Berkeley. She is board certified in Occupational Medicine.

Linda Shelton is Assistant Vice President of Product Development for the National Committee for Quality Assurance (NCQA). Ms. Shelton is also Co-project Director for the Physician Group Oversight (PGO) Improvement project in California, in partnership with the Pacific Business Group on Health and the California HealthCare Foundation. The goal of this project is to develop quality measures for physician groups. Ms. Shelton leads the NCQA team that developed NCQA evaluation products for disease management and is now developing new evaluation programs for recognition of physician practices. Ms. Shelton has directed the work of NCQA's Standards Committee and Practicing Physician Advisory Council and represented NCQA as a speaker and task force participant for several national organizations. Serving in various capacities at NCQA since 1993, Ms. Shelton initiated the PPO Accreditation program and led the development of Accreditation '99, which for the first time integrated HEDIS results into accreditation for managed care organizations (MCOs). She also developed NCQA's first public reports on accreditation in 1994 and 1996, led the building of scoring guidelines for Accreditation in 1997, wrote and edited several past editions of NCQA's *Surveyor Guidelines*, conducted over 35 accreditation surveys and serves as faculty for NCQA conferences. Ms. Shelton earned her Masters degree in health care administration from George Washington University.

Patricia L. Sinnott, PT, MPH, Ph.D.(cand.) is a Clinician with over 20 years experience and a health care consultant with extensive experience with providers, health and workers' compensation insurers. The research reported in this colloquium was done in partial completion of a doctoral degree in Health Services and Policy Analysis at the University of California, Berkeley. Her recent research includes projects focused on the development of cardiovascular and musculoskeletal injuries and illnesses in selected populations (Labor and Occupational Health Program, UC Berkeley), the cost of osteoporosis in California (Institute of Health and Aging, UC San Francisco), temporal variation in psychiatric emergency admissions (Center for Mental Health Services, UC Berkeley), and the effects of the 1993 workers' compensation reform on vocational rehabilitation services (UC Data, UC Berkeley).

David Studdert, ScD is Assistant Professor of Law and Public Health at the Harvard School of Public Health, where he teaches courses in health law and medical ethics. Before joining the public health school faculty, he worked as a policy analyst at RAND, an advisor to the Minister for Health in Australia, and practiced commercial litigation. Dr. Studdert's research focuses on legal and regulatory issues in the health care sector, and he is currently involved in projects investigating medical injury, coverage appeals in managed care organizations, and informed consent. Dr. Studdert holds degrees in law, public health, and health policy, and was a fellow in the Medical Ethics Program at Harvard Medical School in 1997/98.

Juliann Sum, J.D., Sc.M., is an Academic Coordinator with the Institute of Industrial Relations (www.iir.berkeley.edu/whi) and the Labor Occupational Health Program (www.lohp.org) at UC Berkeley. She conducts studies of problems experienced by injured workers, employers, and other stakeholders in the California workers' compensation system; assists the Commission on Health and Safety and Workers' Compensation in exploring strategies to address common problems; designs and implements workers' compensation training programs for labor and community activists; and consults with legal aid organizations in delivery of services to injured workers. Ms. Sum earned her Juris Doctor from the University of California, Hastings College of Law, San Francisco and was admitted to the California State Bar, June 1991. Ms. Sum earned her Masters of Science in Environmental Health Sciences from Harvard University, School of Public Health, Boston, Massachusetts, and her Bachelors of Science degree in Biophysics from Brown University in Providence, Rhode Island.

Alex Swedlow serves as Executive Vice President of the California Workers' Compensation Institute (www.cwci.org) in charge of research and development. Mr. Swedlow has 15 years of experience in health services research, healthcare informatics, insurance data management and analysis in the fields of workers' compensation, integrated medical benefits and disability management. Mr. Swedlow has published research in the areas of managed medical and disability program performance, medical utilization, provider practice patterns and physician self-referral. He was the Systems Architect and Project Manager for the Industry Claims Information System (ICIS) Project, a large-scale payment and clinical transactional data warehouse containing detailed information on over 2.5 million workers compensation injuries.

Erik Taylor is the Assistant Vice President of the Metrics Department at First Health. The Metrics Department provides a broad array of analytic products and services to support the sale, management, evaluation and reporting of First Health's products and services. Mr. Taylor brings to his position more than 20 years of experience in health information analysis and reporting. Before joining First Health in 1992, Mr. Taylor managed the Analytic Reporting unit at Blue Cross and Blue Shield of Massachusetts, leading consultation to large national accounts. He began his career at the California Health Facilities Commission, where he was responsible for analyzing the financial and utilization performance of all California health facilities and supporting the first negotiations of Medicaid selective contracting with California hospitals. Mr. Taylor received his Bachelor's degree in Economics from the University of California, Davis.

Stephanie Teleki, PhD is an Associate Policy Analyst at RAND Health. Her interests include: quality of health care; pharmaceuticals/prescription drugs; consumer and physician information/behavior; health insurance/access to care; and health law/regulation. At RAND, she is currently involved in the following: an assessment of the feasibility of using claims data to assess quality of health care, an evaluation of a physician quality incentive program, an evaluation of the impact of the federal mental health parity law, and the Consumer Assessment of Health Plans Study (CAHPS). Prior to joining RAND, Dr. Teleki was co-Principal Investigator of the Direct-to-Consumer Promotion of Prescription Drug Study at Kaiser

Permanente, Department of Drug Information. This research examined the impact of direct-to-consumer promotion of COX-2 inhibitors on the appropriateness of prescribing. Prior to joining the Department of Drug Information, Dr. Teleki was Project Manager at the UCLA Center for Health Policy Research where she researched and produced a series of reports regarding health insurance and access to care. She has also held the following positions: Senior Analyst in the Department of Clinical Analysis, Kaiser Permanente where she conducted technology assessments and developed clinical practice guidelines; and Research Assistant at the University of Texas M.D. Anderson Cancer Center, where she examined health services utilization and access to cancer care in urban and rural Texas. Dr. Teleki received her Ph.D. in Health Services Research and Policy from the UCLA School of Public Health, Department of Health Services. She holds an MPH from the University of Texas School of Public Health and a BA from Amherst College.

Richard A. Victor, Ph.D. is the Executive Director at the Workers' Compensation Research Institute that he helped establish in 1983. He then spent seven years conducting research at the Rand Corporation in Washington, D.C., and Santa Monica, California. At Rand, Dr. Victor was a principal researcher at the Institute for Civil Justice. Dr. Victor is the author of numerous books and articles on workers' compensation issues. Dr. Victor received his Juris Doctor and a Ph.D. in economics from the University of Michigan, where he was the George Humphrey Fellow in Law and Economic Policy.

Thomas W. Wickizer, Ph.D. has been on the faculty of the Department of Health Services at the University of Washington since 1989. Dr. Wickizer is also Program Director of a five-year, NIOSH-funded training program in occupational health services research at the University of Washington School of Public Health. Dr. Wickizer has applied his training in health economics and policy to address questions related to utilization management, managed care, and more recently workers' compensation. Dr. Wickizer's recent and current research includes: evaluation of the effects of workplace drug-free programs on occupational injuries and medical costs; evaluation of a multi-year workers' compensation quality improvement project sponsored by the Washington State Department of Labor and Industries; analysis of expenditure growth within the Washington State workers' compensation system; and evaluation of workers' compensation utilization management activities in Washington State. Dr. Wickizer holds a doctoral degree in health policy and a master's degree in applied economics from the University of Michigan.

Barbara Wynn joined RAND as a Senior Policy Analyst in 1999, after 24 years with the Medicare program. She has directed RAND projects related to federal health insurance programs and federal financing of public goods such as graduate medical education (GME) and charity care. Her work on HHS-funded projects related to graduate medical education formed the basis for the U.S. Council on Graduate Medical Education's 15th Report on GME financing issues and policies that were implemented for the Children's Hospital GME fund. Ms. Wynn recently completed an HHS-funded project evaluating the distribution of Medicare and Medicaid funds to support hospitals that serve a disproportionate share of low-income patients. In addition, she was responsible for the research developing the facility adjustments used in the recently implemented Medicare prospective payment system for inpatient rehabilitation facility services. At Medicare, Ms. Wynn directed Medicare's Plan and Provider Purchasing Policy Group, where she was responsible for Medicare payment policies related to hospitals, physicians, and managed care plans. Ms. Wynn led major regulatory initiatives, including implementation of the hospital outpatient prospective payment system, the resource-based practice expense component of the physician fee schedule, and the Medicare+Choice program. Ms. Wynn received her Master of Arts degree in History from American University in 1972.